



**CITY OF LODI
COUNCIL COMMUNICATION**

AGENDA TITLE: Adopt Resolution Approving Compensation Adjustment for Unrepresented Mid-Managers

MEETING DATE: March 5, 2008

PREPARED BY: Deputy City Manager

RECOMMENDED ACTION: Adopt Resolution approving compensation adjustment for unrepresented mid-managers.

BACKGROUND INFORMATION: The City of Lodi has completed negotiations with the Lodi City Mid-Management Association (LCMMA). Unrepresented mid-managers salaries generally align to this bargaining unit and have received similar compensation adjustments in the past. Unrepresented employees are excluded from participating with the Mid-Management Association as they are typically confidential employees. Therefore, it is requested that Council approve the following compensation adjustments for unrepresented mid-managers (Human Resources Manager, Budget Manager, Financial Services Manager, Deputy City Attorney, and Management Analyst I/II).

| Effective Date | Equity Adjustment |
|---|--|
| Pay period in which January 1, 2008 falls | 5% equity adjustment |
| Pay period in which January 1, 2009 falls | CPI-W Index – no less than 3% and no greater than 5%. If financial statement for fiscal year 2007-2008 show revenue increases of at least 1% (from previous fiscal year's audited financial statement) |

FISCAL IMPACT: The current year salary modifications as recommended, would impact the General Fund by approximately \$17,000 in fiscal year 2007-08.

FUNDING AVAILABLE:


James R. Krueger, Deputy City Manager

APPROVED: 
Blair King, City Manager



CITY OF LODI COUNCIL COMMUNICATION

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BACKGROUND INFORMATION: The City of Lodi has completed negotiations with the Lodi City Mid-Management Association (LCMMA). Unrepresented mid-managers salaries generally align to this bargaining unit and have received similar compensation adjustments in the past. Unrepresented employees are excluded from participating with the Mid-Management Association as they are typically confidential employees. Therefore, it is requested that Council approve the following compensation adjustments for unrepresented mid-managers (Human Resources Manager, Budget Manager, Financial Services Manager, Deputy City Attorney, Management Analyst III, City Engineer, and Manager, Electric Services).

| Effective Date | Equity Adjustment |
|---|--|
| Pay period in which January 1, 2008 falls | 5% equity adjustment |
| Pay period in which January 1, 2009 falls | CPI-W Index – no less than 3% and no greater than 5%. If financial statement for fiscal year 2007-2008 show revenue increases of at least 1% (from previous fiscal year's audited financial statement) |

FISCAL IMPACT: The current year salary modifications as recommended, would impact the General Fund by approximately **\$22,000** in fiscal year 2007-08.

FUNDING AVAILABLE:


James R. Krueger, Deputy City Manager

APPROVED: 
Blair King, City Manager

RESOLUTION NO. 2008-__

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING EQUITY ADJUSTMENT FOR
UNREPRESENTED MID-MANAGERS

=====

WHEREAS, the City has completed negotiations with Lodi City Mid-Management Association (LCMMA). Unrepresented mid-managers salaries generally align to this bargaining unit and have received similar compensation adjustments in the past; and

WHEREAS, it is recommended that Council approve the following compensation adjustments for unrepresented mid-managers (Human Resources Manager, Budget Manager, Financial Services Manager, Deputy City Attorney, Management Analyst 1/11, **City Engineer, and Manager, Electric Services**):

| Effective Date | Equity Adjustment |
|---|---|
| Pay period in which January 1, 2008 falls | 5% equity adjustment |
| Pay period in which January 1, 2009 falls | CPI-W Index – no less than 3% and no greater than 5%. If financial statement for fiscal year 2007-08 shows revenue increases of at least 1% (from previous fiscal year's audited financial statement) |

Date: March 5, 2008

=====

I hereby certify that Resolution No. 2008-__ was passed and adopted by the Lodi City Council in a regular meeting held March 5, 2008, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL
City Clerk

2008-_____

RESOLUTION NO. 2008-39

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING EQUITY ADJUSTMENT FOR
UNREPRESENTED MID-MANAGERS

=====

WHEREAS, the City has completed negotiations with Lodi City Mid-Management Association (LCMMA). Unrepresented mid-managers salaries generally align to this bargaining unit and have received similar compensation adjustments in the past; and

WHEREAS, it is recommended that Council approve the following compensation adjustments for unrepresented mid-managers (Human Resources Manager, Budget Manager, Financial Services Manager, Deputy City Attorney, Management Analyst ^{1/11}, City Engineer, and Manager, Electric Services):

| Effective Date | Equity Adjustment |
|---|---|
| Pay period in which January 1, 2008 falls | 5% equity adjustment |
| Pay period in which January 1, 2009 falls | CPI-W Index – no less than 3% and no greater than 5%. If financial statement for fiscal year 2007-08 shows revenue increases of at least 1% (from previous fiscal year's audited financial statement) |

Date: March 5, 2008

=====

I hereby certify that Resolution No. 2008-39 was passed and adopted by the Lodi City Council in a regular meeting held March 5, 2008, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Hitchcock, Johnson, Katzakian,
and Mayor Mounce

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None



RANDI JOHL
City Clerk